DOCUMENT RESUME

ED 146 243 UD 017 377

TITLE	Vestiges of Segregation Remain in Jefferson County Schools.
INSTITUTION	Kentucky State Commission on Human Rights, Frankfort.
PUB DATE	[77]
NOTE	45p.; For a related document see ED 063 439
EDRS PRICE	MF-$0.83 HC-$2.06 Plus Postage.
DESCRIPTORS	Black Students; *Black Teachers; Elementary Secondary Education; Guidelines; *Public Schools; Racial Balance; *Racially Balanced Schools; *School Integration; *School Segregation
IDENTIFIERS	Jefferson County Public Schools KY; *Kentucky (Jefferson County); *Kentucky (Louisville)

ABSTRACT

This report notes that the Jefferson County, Kentucky, school system has failed to implement the 1975 Court-ordered desegregation plan. Data supplied by the Board of Education and data taken from previous state Human Rights Commission reports demonstrate that Jefferson County schools continue to manifest racial imbalance among students, faculty and staff. In the 1976-77 academic year, 16 schools within the system had black student enrollments outside the 12 to 40 percent limits established in the county's desegregation plan. With regard to faculty, there was a concentration of black teachers in two districts in the predominantly black west end of Louisville. The percentage in these districts exceeded the system-wide percentage for all school levels. Other districts had percentages equal to or below the average at the middle and secondary levels. The elementary schools were found to be least out of balance in teacher-student ratio. Only 29 of the system's 101 elementary schools, however, were in full compliance. Disproportionate concentrations of blacks and whites on the paraprofessional and clerical levels also were present. This report states that lax administration, rather than any inadequacy of the court guidelines, continues to perpetuate racial segregation in Jefferson County Schools. (Author/GC)

****
* Documents acquired by ERIC include many informal unpublished *
* materials not available from other sources. ERIC makes every effort *
* to obtain the best copy available. Nevertheless, items of marginal *
* reproducibility are often encountered and this affects the quality *
* of the microfiche and hardcopy reproductions ERIC makes available *
* via the ERIC Document Reproduction Service (EDRS). EDRS is not *
* responsible for the quality of the original document. Reproductions *
* supplied by EDRS are the best that can be made from the original. *
****

ED146243

All remaining vestiges of state-imposed segregation shall be removed from the said school district . . . at the beginning of the 1975-76 academic year. (United States Court of Appeals for the Sixth Circuit, July 17, 1975) **BUT IN 1977:**

Vestiges of Segregation Remain in Jefferson County Schools

U.S. DEPARTMENT OF HEALTH
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY.

Kentucky
Commission on Human Rights

UD017377

KENTUCKY COMMISSION ON HUMAN RIGHTS
COMMONWEALTH OF KENTUCKY
701 West Walnut Street
Louisville, Kentucky 40203

CONTENTS

Map: School Board Election Districts, Jefferson County .... Inside Front Cover

Highlights ii

I. Racial Imbalances Continue 1

II. Jefferson County Desegregation: A Tale of Two Systems 3

III. Sixteen Schools Are Outside the Guidelines 6

IV. The Singleton Standard is Not Met 9

V. Blacks Are Still in Identifiable Bunches 21

VI. Conclusions 23

VII. Recommendations 26

Appendix A (Classified Personnel in Jefferson County Schools, By District, October, 1976) 27

Table A: Schools outside student enrollment guidelines set by July 1975 Desegregation Order 7

Table B: Ranking of ten schools with worst black teacher gap at middle and secondary levels 10

Table C: Ranking of school districts by percent black employed in classified staff levels 13

Table D: Location of black teachers: Showing change in percentage of black faculty members for each school, Jefferson County, 1971-1977 16

PREFACE

This is a report on the failure of the Jefferson County school system to sufficiently implement the Court's July 1975 desegregation plan. The analysis, by staff members of the Kentucky Commission on Human Rights, is based on statistical data supplied by the Board of Education for the years 1973 through 1977, and on data included in the previous Commission reports, Louisville School System Retreats to Segregation, published in March 1972, and Segregation Persists in Jefferson County Schools, 1975-76, published in April, 1976.

Teacher assignment data is current as of January, 1977. Full data concerning students and other faculty and staff assignments as of January, 1977 was not available at press time, making it necessary to use figures current as of October 1976. However a preliminary comparison between this November data and the limited data available for January indicates no significant change in the racial composition of the various job categories.

HIGHLIGHTS

1. Fifteen elementary schools have black enrollments higher than the 40 per cent maximum permitted for grades one through five under the court order. Seven of these schools are still over 50 percent black.

2. One elementary school, Auburndale, has a black enrollment lower than the 12 per cent minimum permitted under the court order.

3. One of every four black elementary school students this year has been assigned to a school where black enrollment is greater than the maximum permitted under the court order.

4. A net total of 121 black teachers have been lost from the Jefferson County school system since last school year, dropping the proportion of teachers who are black from 19 to 17 per cent.

5. All three high schools which were predominantly black prior to desegregation rank among the six schools with the largest current shortage of white teachers.

6. Seven of the 11 former city elementary schools that had black teacher levels above 50 per cent before desegregation still have black teacher levels greater than the system-wide average.

7. Twelve of the 15 former county elementary schools that had no black teachers in 1973 still are below the system-wide average.

8. The gap between the schools with the lowest and highest black teacher percentages is at least 15 points at all three educational levels. In every case, the school with the highest figure was part of the old city system prior to merger, and the school with the lowest figure belonged to the county system.

9. There is only one black teacher for every 31.2 black students in the Jefferson County school system contrasted to one white teacher for every 17.8 white students.

10. Assignment of paraprofessionals, clerical workers, lunchroom workers and custodial personnel has helped to maintain the racial identity of many schools as well.

The Board of Education of Jefferson County and the Superintendant of Schools . . . are responsible to the Court for the full, complete and impartial implementation of the desegregation plan. (Judge Gordon, July 31, 1975) **BUT IN 1977 . . .**

RACIAL IMBALANCES CONTINUE

Jefferson County school officials are permitting both continued racial identity of schools -- through student, teacher and staff assignments -- and a decline in the already low percentage of black teachers.

Despite the very clear July, 1975 U. S. Court of Appeals order to eliminate all vestiges of segregation and to operate a unitary system:

- **15 elementary schools have black enrollments higher than the 40 percent maximum permitted for grades one through five under the court order, with seven of these over 50 percent.**

- **School officials have assigned one of every four black elementary school students this year to a school where black enrollment is greater than the maximum permitted under the court order and promised by their own plan. Since most black students alternate between non-conforming home schools and conforming away schools, the great majority of Jefferson County's black children will spend at least some of their elementary education years in schools so far from the system average they are readily identifiable as black schools.**

- **The contrast between Central High School (60 white and 17 black teachers) and Jeffersontown High School (102 white and eight black teachers) illustrates continued failure to assign black and white teachers in equal proportions throughout the system.**

- **The percentage of black elementary school teachers has dropped from 19 to 17 percent in the past year, with the actual decline from 999 black teachers to 878 in the system as a whole.**

- **The 878 black teachers in the combined 113,143 student county system today is just 36 more than the city alone had in 1975 when it ran the pre-merger 40,524 student system.**

- School officials permitted a decline of 87 black elementary school teachers just when that number would have helped to bring staffs in formerly all-white schools up to the 20 percent black teacher average in the schools of the former city system. (And even at 20 percent, the black teaching staff would still be below the 24 percent black student population and leave school officials still more room for affirmative hiring practices.)

Those are but six examples of obvious failure by school administrators to use their powers to meet not only the letter of the 1975 order and the promises in their own plan but also the challenge to move beyond required minimums to a maximum effort aimed at correcting the injustices of segregation and discrimination.

The following report is designed to help those administrators recognize unsolved problems in carrying out their plan as well as to help the people of Jefferson County understand why even more effort must be put into the task of meeting the letter of the court order and, beyond that, the spirit of one community learning together.

A plan to be successful must treat students within racial categories with equity. No person or student should be required to bear an unreasonable or disproportionate burden in the desegregation of schools. (Judge Gordon, July 31, 1975) **BUT IN 1977 . . .**

JEFFERSON COUNTY DESEGREGATION IS A TALE OF TWO SYSTEMS

Two school systems exist within one in Jefferson County. There is the "in" school system generally run in accordance with the desegregation guidelines set down by U. S. District Judge James Gordon and also promised in the school board's own desegregation plan. Most of Jefferson County's 113,143 public school students in grades one through 12 attend schools in that system.

The "out" system operates with black student concentrations greater than what is permitted by those same court and school board guidelines. The "out" system's 15 elementary schools provide the educational experience for one of every four black elementary school students this year. One of every 11 white students attends this second system: those white students who live within the area served by these 15 schools will spend all five of their elementary school years in the "out" system.

Thirteen of the "out" system's elementary schools are inside Louisville, west of Fourth Street and south of Market Street. One school, Breckinridge, is in the near East End area serving Smoketown and the east side's only public housing projects. The other school, Price, is near the county's heavy black concentration around Newburg.

The contrasts between the "in" and "out" systems are sharp. For example:

- **40 percent of the "out" system elementary students are black compared to 21 percent for the "in" system.**

- o More than one-third of the students attending "out" system elementary schools are in the first grade. Fewer than one-fourth of the students attending "in" system schools are first graders.

Other Contrasts between school staffs include:

- o 28 percent of the "out" system administrators are black while only 14 percent of the "in" system administrators are black.
- o The disparity is least among certified teachers, but it remains--19.0 percent of the "out" system teachers are black while 17.1 percent of the "in" system teachers are black.
- o 66.3 percent of the "out" system paraprofessionals are black in contrast to 32.2 percent for the "in" system.
- o 57.6 percent of the "out" system clerical workers are black in contrast to 7.6 percent for the "in" system.
- o 55.6 percent of the "out" system custodial workers are black in contrast to 40.7 percent for the "in" system.
- o 55 percent of the "out" system food service workers are black in contrast to 8.3 percent for the "in" system.

In addition to the 15 "out" schools with too high a concentration of black students, Auburndale in District 5 still is below the 12 percent minimum set by the court and included in the school board's plan.

By cutting the number of "out" schools from 32 in 1975-76 to 16 in the current year, school officials proved they have the power needed to complete desegregation. Had that power been used fully, the concentration of blacks in 15 schools--the most obvious vestige of the segregated systems--could have been corrected so that all efforts could now be focused on other problems.

Another obvious vestige of segregation is the continued concentration of black teachers in formerly black schools despite orders and promises to comply with the Singleton decision.

This year the failure to comply with Singleton[1] is shown by:

- o With 17 percent of the elementary school teachers black, the range is from 26 percent black at two former city schools, (Jacob and Portland), to eight percent at Gutermuth.

- o With 18 percent of the middle school teachers black, the range is from 28 percent at Woerner Middle School to 12 percent at three schools, Barret, Bruce and Newburg middle schools.

- o With 12 percent of the high school teachers black, the range is from 22 percent at Central High School to seven percent at three schools, Jeffersontown, Ballard and Seneca high schools.

The problem of poor teacher distribution might also have been solved had school officials compensated for past discrimination in making the teacher cuts that followed the decline in student enrollment. For example, the number of black elementary school teachers is down 87 from 550 in a single year. With just 65 additional black elementary school teachers--if all are assigned to schools outside Louisville's West End--Jefferson County school officials can bring the percentage in all seven of the school systems administrative districts to the current 20 percent black figure in the First and Second districts.

Then could follow the fine tuning within districts to bring all schools into compliance with the Singleton decision that requires the ratio of minority group to majority group teachers in each school to be substantially the same as the ratio for the entire district.

---

1 Singleton v. Jackson Municipal Separate School District, 7EPD 7819. (1969) requires that the ratio of minority group and majority group Student Serving Personnel in each school must be substantially the same as the ratio throughout the school system. That ruling states "... The principals, teachers, teacher-aides and other staff who work directly with children at a school shall be so assigned that in no case will the racial composition of a staff indicate that a school is intended for Negro students or white students . . . the district shall assign the staff described above so that the ratio of Negro to white teachers in each school, and the ratio of other staff in each, are substantially the same as each such ratio is to the teachers and other staff, respectively, in the entire school system."

Demographic changes . . . may cause some inaccuracy which will require minor revision in this plan. The school administration will make the appropriate revision. (Judge Gordon, July 31, 1975) BUT IN 1977 . . .

SIXTEEN SCHOOLS ARE OUTSIDE THE GUIDELINES

Progress -- but also some slippage -- was recorded toward eliminating the vestiges of student segregation in both the formerly all-black and all-white schools of Jefferson County. During the 1975-76 school year, 32 schools had black enrollments outside the 12 to 40 percent limits established in the county's desegregation plan.

While the number outside those limits for the 1976-77 school year was cut in half--down to 16--not all movement was toward elimination of racially identifiable schools. In fact two schools, Price and Breckinridge elementaries, pushed over the limit this year: Price to 47.3 percent black and Breckinridge to 41.1 percent black. Thirteen additional schools remain above the 40 percent top limit and one remains below the 12 percent bottom limit (Table A).

Judge Gordon has given school administrators the responsibility for keeping all schools within the guidelines through boundary changes, grouping with other schools or inclusion in the transportation phase of the plan. School administrators did not meet that responsibility at Price, a paired school, or at Breckinridge, a school that had been exempt from transportation.

The 13 schools remaining above the 40 percent top limit all were predominantly black schools before the desegregation plan was implemented in 1975. The range is from 65.4 percent black at Brandeis to 40.7 percent black at Byck.

TABLE A

ELEMENTARY SCHOOLS OUTSIDE STUDENT ENROLLMENT GUIDELINES
SET BY JULY, 1975, DESEGREGATION ORDER[1]
(ALLOWABLE BLACK STUDENT %: 12% - 40%)

School	% Black Pupils	% Black Staff					
		Admin.	Teachers	Para.	Clerical	Custodial	Lunchroom
District 1							
Brandeis	65.4	67	16	80	50	50	80
Carter	55.5	0	21	80	50	40	50
McFerran	52.6	0	20	60	50	67	80
J. Kennedy	52.5	50	14	67	50	67	83
Wheatley	52.3	0	14	50	50	50	80
Foster	51.4	0	25	75	100	67	0
Shawnee	51.0	33	22	40	50	67	17
King	48.2	33	16	60	33	75	80
Young	47.4	50	21	86	67	75	100
Strother	44.4	0	20	50	50	50	25
Byck	40.7	0	17	60	50	67	100
District 2							
Coleridge-Taylor	43.8	50	12	83	100	50	67
Breckinridge	41.1	0	24	86	50	50	20
Jones	40.1	67	20	70	100	67	0
District 5							
Auburndale	11.0	0	14	25	50	33	0
District 6							
Price	47.3	50	21	41	0	33	0

[1]Based on Jefferson County Board of Education Data, October, 1976.

Sources: Certified and classified staff data (Exhibit V) submitted to the Court by the Jefferson County Board of Education, October 19, 1976, and January 20, 1977.

Student enrollment data (Exhibit II) submitted to the Court by the Jefferson County Board of Education, October 25, 1976.

Before desegregation, 16 elementary schools in the separate Louisville and Jefferson County systems had black student populations exceeding 50 percent. By March 1976, one dropped below the 50 percent mark, but school board figures for October 1976 show that seven schools still had more black than white students for the current school year.

The schools above 50 percent are Brandeis, Carter, McFerran, John F. Kennedy, Wheatley, Foster and Shawnee. Additional schools above the 40 percent top limit are King, Young, Strother, Byck, Coleridge-Taylor and Jones. Those 13 schools--identifiably black before desegregation--remain obvious vestiges of segregation a full year and a half after the U.S. District Court ordered and the county school officials adopted a plan to get the job done immediately.

Most schools which were black during segregation, retain their racial identity in more ways than student enrollment. For example, Foster not only has a 51.4 percent black student enrollment but also has a 25 percent black teaching staff in contrast to the system-wide 17 percent black teaching staff. In fact, Foster is also well above system-wide levels of black employees among clericals (100 percent black), paraprofessionals (75 percent black) and custodial crew (67 percent black).

Such disparity does not and cannot be considered a part of a unitary school system and does not create the image that is essential to stimulate attendance and cooperation of many white students and parents of suburban Jefferson County.

Students who are shifted to new schools, only to find lingering vestiges of segregation at almost every level will justifiably feel that they are forced to bear the greatest burden of desegregation. Such a perception could account for the inordinately high rate of hardship transfers requested at some schools. Likewise, faculty imbalance between whites and blacks is undoubtedly a factor contributing to the abnormally high suspension rates of black students reported at several schools.

Black teachers . . . will be assigned in all areas of the school program to parallel the racial composition of staff in the entire school system. (Judge Gordon, July 30, 1975) BUT IN 1977 . . .

THE SINGLETON STANDARD IS NOT MET

Both in distribution and number of black teachers, school administrators have failed -- or failed to try -- to provide either full faculty integration or effective affirmative hiring policies.

The facts are:

- Black teacher percentages at the high school level range from a high of 22 percent at formerly all-black Central High School to a low of 7.3 percent at Jeffersontown High School. Twelve percent of all high school teachers in the system are black.

- Black teacher percentages at the middle school level range from a high of 28 percent in the near east end Woerner Middle School to a low of 12 percent at Barret Middle School. Eighteen percent of all middle school teachers in the system are black.

- Black teacher percentages at the elementary school level range from a high of 26 percent at Jacob and Portland Elementaries to a low of eight percent at Gutermuth. Seventeen percent is the system-wide figure.

The assignment of teachers is supposed to follow the Singleton decision that requires the ratio of minority group to majority group teachers in each school to be substantially the same as the ratio for the entire district.

The administration, while failing to follow Singleton at any level, is furthest from that guideline at the high school level (See Table B). To meet Singleton requirements, for example, Central High School would have to shift eight more black teachers to suburban schools while bringing in an additional eight white teachers. Action -- or inaction -- by school administrators has also kept Manual High School high on the

TABLE B

RANKING OF TEN SCHOOLS WITH WORST BLACK TEACHER GAP* AT MIDDLE AND SECONDARY LEVELS, OCTOBER, 1976

SECONDARY SCHOOLS
(County-Wide: 11.84% Black)

School	Black Teachers		Black Teachers
	No.	%	Gap
1. Central**	17	22	-8
2. Manual	20	18	-7
3. Male	13	20	-6
4. Ahrens	13	19	-5
5. Jeffersontown	8	7	+5
6. Shawnee	11	19	-4
7. Fern Creek	8	8	+4
8. Ballard	7	7	+4
9. Seneca	6	7	+3
10. Valley	7	8	+3

MIDDLE SCHOOLS
(County-Wide: 18.05% Black)

School	Black Teachers		Black Teachers
	No.	%	Gap
1. Woerner	11	28	-4
2. Du Valle	8	27	-3
3. Williams	7	25	-2
4. Bruce	5	12	+2
5. Newburg	6	12	+2
6. Highland	9	23	-2
7. Conway	5	13	+2
8.	Twelve additional middle schools		
9.	have		
10.	black teacher gaps of +1 or -1.		

*Change needed in number of black teachers to achieve a school-wide black teacher percentage equal to the county-wide percentage. For example, a school with a black teacher gap of (+6) needs six additional black teachers on its staff to have a black teacher percentage which matches that of the entire system, while a school with a gap of (-10) needs to transfer 10 of its black teachers in order to match this figure.

**Underlining indicates a formerly black school.

Source: Certified and classified staff data (Exhibit V) submitted to the Court by the Jefferson County Board of Education, January 20, 1977.

Singleton-failure list. The seven black teachers above the system-wide average at Manual now is the same as during the first year of merger and desegregation.

Male, which had the fifth worst teacher distribution mark last spring, now has the third worst -- going from eight above the system wide average in 1975-76 to six above the average for the current year. Ahrens and Shawnee, which tied for last year's worst ranking in teacher distribution, rank fourth and sixth respectively this year, reporting black teacher concentrations which are five above average at Ahrens and four above at Shawnee.

While these five schools with the greatest number of teachers outside the Singleton guideline were part of the old city system, the high school that ranks fifth, Jeffersontown, was part of the old county system. The eight black certified teachers currently assigned there are only seven per cent of the total certified teaching staff of 110. An exchange of five white teachers at Jeffersontown with five black teachers from the former black schools mentioned above would move the county more in line with the Singleton decision.

The Singleton imbalance at Jeffersontown High School is a vestige of the dual system the 1975 federal court order sought to correct. While it has improved over 1975-76 when three of the 112 teachers were black, Jeffersontown still has only half the number of black teachers needed to bring it into compliance with court orders.

Jeffersontown contrasts with the system-wide percentages in every category except custodial and food services:

- The faculty is 7.3 percent black--for all high schools it is 12 percent.
- The administrative staff (11 of 12 are white) is eight percent black--the figure is 11 percent for all high schools.

- o All four paraprofessionals are white--the figure is 12 percent black for all high schools.
- o All ten clerical workers are white---the figure is nine percent black for all high schools.

Other high schools on the worst ten list are: Fern Creek (short four black teachers), Ballard (short four black teachers), Seneca (short three white teachers) and Valley (short three black teachers).

Woerner Middle School (short four white teachers) and DuValle Middle School (short three white teachers) top the list of middle schools with the worst teacher gaps. Five additional middle schools could meet the Singleton requirements with a shift of only two teachers.

Among these five, Williams and Highland both have larger than average black teaching staffs, while Bruce, Newburg, and Conway all have larger than average white teaching staffs. The Singleton requirements could be met in twelve additional schools at the middle level with a shift of only one teacher.

None of the elementary schools, which have smaller staffs than the middle and the high schools, is more than two teachers out of Singleton balance. But 72 of the 101 elementary schools are out of line, 12 of them by two teachers.

School administrators are maintaining a concentration of black teachers in administrative districts one and two in the predominantly black west end of Louisville. The percentage of black teachers in those two administrative districts exceeds the system-wide percentage for elementary, middle and senior high schools while the other five districts have percentages equal to or below the system-wide average at the middle and secondary levels. (See Table C)

TABLE C

RANKING OF SCHOOL DISTRICTS BY PER CENT BLACK EMPLOYED IN CLASSIFIED STAFF LEVELS

ADMINISTRATIVE STAFF

Elementary — 15% Black*

District	% Black Mar. '76	% Black Oct. '76
2	23	37
1	20	22
5	17	16
4	7	15
6	12	14
7	13	13
3	18	7

Middle — 26% Black

District	% Black Mar. '76	% Black Oct. '76
7	0	33
3	33	31
4	33	31
1	28	29
5	36	27
2	29	20
6	33	20

Secondary — 11% Black

District	% Black Mar. '76	% Black Oct. '76
1	17	14
4	8	13
2	14	12
5	14	12
6	11	11
7	14	10
3	9	8

CERTIFIED TEACHERS

17% Black

District	% Black Mar. '76	% Black Jan. '77
2	25	20
1	49	20
4	14	19
5	17	18
6	16	16
7	16	15
3	15	15

18% Black

District	% Black Mar. '76	% Black Jan. '77
1	30	22
2	21	21
4	15	17
5	16	17
7	14	15
3	12	15
6	12	14

12% Black

District	% Black Mar. '76	% Black Jan. '77
2	24	20
1	35	20
6	11	12
5	11	12
4	9	10
3	9	9
7	7	7

PARAPROFESSIONALS

39% Black

District	% Black Mar. '76	% Black Oct. '76
2	58	68
1	80	54
6	24	32
7	6	29
5	32	28
4	7	19
3	0	11

43% Black

District	% Black Mar. '76	% Black Oct. '76
1	87	100
2	90	80
5	60	50
6	67	50
3	40	33
4	33	33
7	0	0

12% Black

District	% Black Mar. '76	% Black Oct. '76
1	67	50
2	75	25
6	7	9
5	0	7
3	0	6
4	0	6
7	0	0

* SYSTEM-WIDE BLACK PERCENT

TABLE C - Continued

CLERICAL STAFF

Elementary 16% Black			Middle 25% Black			Secondary 9% Black		
District	% Black Mar. '76	% Black Oct. '76	District	% Black Mar. '76	% Black Oct. '76	District	% Black Mar. '76	% Black Oct. '76
1	73	45	2	50	36	2	40	23
2	32	43	1	56	33	1	80	14
5	6	9	3	0	33	3	0	11
3	0	7	6	19	18	4	3	9
7	0	4	4	11	17	6	0	8
4	0	3	7	0	17	5	3	5
6	5	0	5	15	13	7	0	0

FOOD SERVICE

16% Black			27% Black			12% Black		
District	% Black Mar. '76	% Black Oct. '76	District	% Black Mar. '76	% Black Oct. '76	District	% Black Mar. '76	% Black Oct. '76
1	75	61	1	43	82	2	53	22
2	36	28	2	48	50	5	2	18
3	1	6	6	18	19	6	2	18
5	5	4	3	5	11	7	5	18
6	13	2	7	0	6	4	2	4
7	5	2	5	9	6	3	4	2
4	18	1	4	0	0	1	40	0

CUSTODIAL STAFF

46% Black			50% Black			44% Black		
District	% Black Mar. '76	% Black Oct. '76	District	% Black Mar. '76	% Black Oct. '76	District	% Black Mar. '76	% Black Oct. '76
1	96	59	1	93	63	1	91	91
3	73	51	3	75	62	3	66	63
2	65	50	2	61	61	2	91	56
7	44	43	5	24	50	7	39	47
4	16	39	6	60	40	6	31	37
6	27	33	7	44	40	5	17	32
5	9	39	4	7	31	4	17	24

Sources: Certified and classified staff data submitted to the Court by the Jefferson County Board of Education for period ending March 1976.

Certified and classified staff data (Exhibit V) submitted to the Court by the Jefferson County Board of Education, October 19, 1976, and January 20, 1977.

The contrast remains sharpest among secondary schools. Even though teacher reassignment has reduced the concentration of black teachers from 35 to 20 percent in district one and from 24 to 20 percent in district two, the contrast still is sharp with district three's 9.2 percent, district four's 10.2 percent, district five's 12.1 percent, district six's 12.1 percent and district seven's 9.1 percent.

Progress -- though not success -- also is evident in teacher assignments among the 101 elementary schools. The range in March, 1976, was from the 58 percent black faculty at Perry in the city's west end to a low of eight percent at Watson Lane in the county's far southwest corner. This school year the level at Perry has been cut to 18 percent and the level at Watson Lane raised to 18 percent.

This school year the range is from 26 percent black teaching staff at Jacob and Portland Elementary School, to eight percent black teaching staff at Gutermuth Elementary School.

Among the county's 26 middle schools, the range this school year is from 28 percent at Woerner Middle School to a low of 12 percent at Barret, Bruce and Newburg Middle Schools. Last year the range was from 34 percent at Parkland to a low of five percent at Kammerer.

Among the county's 25 senior high schools, the range this school year is from 22 percent black teaching staff at Central High School to the low of seven percent shared by Jeffersontown, Seneca, and Ballard High schools. Last year the range was from 35 percent at Shawnee to three percent at Jeffersontown.

Though the ranges narrow, the differences still mark the vestiges of the dual systems operated in both Louisville and Jefferson County before merger and desegregation in 1975. For example:

TABLE D

Location of Black Teachers: Showing Change in Percentage of Black Faculty Members for Each School, Jefferson County, 1971-77

Schools	% of Black Faculty Members '71	'73	Mar. '76	Jan. '77
Former City Elementary				
Atkinson	13	33	26	20
Belknap	18	23	12	21
Bloom	12	23	24	16
Brandeis	76	54	26	16
Breckinridge	12	37	26	24
Byck	57	50	31	17
Carter	72	56	38	21
Cochran	11	33	25	22
Coleridge-Taylor	53	48	24	12
Englehard	23	35	24	24
Field	24	36	14	12
Foster	76	61	29	25
Franklin	20	36	20	16
Frayser	4	30	24	16
Hazelwood	3	36	19	21
Jacob	10	21	24	26
Jones	36	57	23	20
Kennedy	81	64	26	14
King	54	40	23	16
Lincoln	8	33	28	24
Lowell	8	24	20	20
McFerran	44	59	31	20
Parkland	61	56	31	21
Perry	68	55	56	18
Portland	30	41	33	26
Roosevelt	15	35	19	20
Rutherford	8	22	14	19
Semple	13	21	21	16
Shawnee	54	47	27	22
Shelby	12	37	16	12
Strother	43	44	20	20
Wheatley	43	50	29	14
Young	59	56	28	21

Schools	% of Black Faculty Members '71	'73	Mar. '76	Jan. '77
Former City Junior and Middle				
Barrett	12	19	18	12
DuValle	69	56	33	27
Highland	13	21	14	23
Meyzeek	80	61	17	17
Noe (formerly Manly)	30	NA	27	17
Parkland	53	46	34	22
Shawnee	47	49	27	19
Southern	4	23	17	19
Western	22	40	26	20
Woerner	15	46	26	28
Former City Secondary				
Ahrens	12	NA	20	19
Atherton	6	26	16	14
Central	68	56	27	22
Iroquois	4	23	18	14
Male	29	41	27	20
Manual	15	33	19	18
Shawnee	40	58	35	19

Schools	'73	Mar. '76	Jan. '77
Former County Elementary			
Auburndale	0	13	14
Audubon (Johnston)	4	35	23
Bashford Manor	9	11	10
Bates	7	12	14
Blake	7	19	21
Blue Lick	3	11	20
Bowen	3	18	16

TABLE D - Continued

Schools	% of Black Faculty Members '73	Mar. '76	Jan. '77
Former County Elementary			
Camp Taylor	4	16	10
Cane Run	11	17	22
Chenoweth	0	16	13
Cochrane	4	20	19
Coral Ridge	6	16	22
Crums Lane	4	14	19
Dixie	5	21	18
Dunn	7	13	13
Eisenhower	4	13	17
Fairdale	4	20	18
Fern Creek	3	18	16
Filson	0	12	12
Gilmore Lane	0	17	22
Goldsmith	0	13	13
Greathouse	5	14	14
Greenwood	0	14	16
Gutermuth	4	11	8
Hartstern	NA	16	22
Hawthorne	7	10	14
Hite	7	13	13
Indian Trail	NA	17	15
Jeffersontown	4	23	19
Johnsontown Road	4	14	16
Alex Kennedy	3	20	15
Kenwood	0	12	16
Kerrick	0	12	18
Klondike Lane	0	17	13
Laukhuf	**	18	16
Layne	0	15	15
Lowe	5	14	13
Luhr	8	18	12
Medora	4	13	20
Middletown	6	13	15
Mill Creek	4	15	21
Minors Lane	4	19	20
Norton	0	17	15
Okolona	3	17	14
Prestonia	4	17	15
Price	21	18	21
Rangeland	4	8	12
St. Matthews	0	16	24
Sanders	NA	17	20
Schaffner	5	15	15
Shacklette	3	16	15
Shryock	5	9	13
Slaughter	7	13	14
Smyrna	3	9	14
South Park	4	21	16
Stivers	0	13	12
Stonestreet	4	11	14
Zachary Taylor	0	14	15
Trunnell	0	13	15
Valley	4	13	15
Waller	4	24	19
Watson Lane	3	8	18
Watterson	7	20	13
Wellington	4	15	14
Wheeler	3	14	13
Wilder	4	16	15
Wilkerson	4	9	16
Wilt	6	26	17
Former County Junior and Middle			
Bruce	3	7	12
Carrithers	5	13	15
Conway	3	14	13
Crosby	**	14	15
Frost	3	10	15

TABLE D - Continued

Location of Black Teachers: Showing Change in Percentage of Black Faculty Members for Each School, Jefferson County, 1971-77

Schools	% of Black Faculty Members '73	Mar. '76	Jan. '77
Former County Junior and Middle			
Kammerer	3	5	15
Knight	3	13	16
Lassiter	6	13	13
Myers	8	15	15
Newburg	**	15	12
Williams	**	23	25
Former County Secondary			
Ballard	5	8	7
Butler	4	11	10
Doss	3	9	8
Durrett	1	10	14
Eastern	3	8	9

Schools	% of Black Faculty Members '73	Mar. '76	Jan. '77
Former County Secondary			
Fairdale	1	10	13
Fern Creek	2	7	8
Thomas Jefferson	7	15	11
Jeffersontown	2	3	7
Moore	2	7	9
Pleasure Ridge Park	1	7	9
Seneca	3	7	7
Southern	4	8	10
Stuart	2	10	10
Valley	2	7	8
Waggener	2	10	10
Western	3	11	12
Westport	4	10	9

*Source: Louisville School System Retreats to Segregation, Kentucky Commission on Human Rights, March 1972. '71 data available only for former city schools.

Certified and classified staff data submitted to the Court by the Jefferson County Board of Education for period ending March, 1976.

Certified and classified staff data (Exhibit V) submitted to the Court by the Jefferson County Board of Education, January 20, 1977.

**Indicates school not in existence in 1973.

- o Seven of the 11 former city elementary schools that had black teacher levels above 50 percent before desegregation still have black teacher levels greater than the system-wide average.

- o Twelve of the 15 former county elementary schools that had no black teachers in 1973 still are below the system-wide average.

- o Seven of the 11 former city middle schools have black teacher levels greater than the system-wide average.

- o Ten of the 11 former county middle schools have white teacher levels greater than the system-wide average.

While there are improvements, the results fail to meet the clear legal requirements set out in the Singleton decision and in Judge Gordon's 1975 order. The effect of teacher assignments by Jefferson County school administrators has been a step-by-step transition with no clear idea at what future time the final step will be taken to eliminate the vestiges of teacher segregation--or even that it can be achieved without further court action. Nowhere have the courts indicated that faculty balance--once ordered--is intended to be such a step-by-step process.

Not only do assignment policies continue the vestiges of the illegal dual systems of the past, but personnel policies also have resulted in a greater loss of black teachers than white teachers in the past year. In March, 1976, blacks made up 19 percent of all certified teachers on elementary and middle school staffs. The level for high school staffs was 12 percent black teachers. This year the figures have dropped with elementary school teaching staff at 17 percent black and the middle school teaching staff at 18 percent black. The figure has remained at 12 percent for black high school teachers.

Figures for March, 1976, show 999 black teachers. That total has dropped 12 percent down to 878 In the same period, the number of white teachers dropped only six percent--from 5,143 in March to 4,819 in October, 1976.

This loss of black teachers occurred despite Jefferson County's need for more, rather than fewer, black teachers. A 1975 report titled Kentucky's Black Teacher Gap[2] compared the percentage of black students to the percentage of black teachers in each of the state's public school systems. In nearly every case, the percentage of black students substantially exceeded the percentage of black teachers.

The then-separate Louisville and Jefferson County systems had a combined shortage of 363 black teachers (indicating the number of additional black teachers needed to bring the black teacher percentage approximately equal to the black student percentage.)

The current black student level in the recently merged Jefferson County school system is 24.2 percent. The county's 878 black teachers, however, are only 15.1 percent of the total teaching staff. To bring this black teacher percentage to the same level as that for black students, the system now needs to add 500 black instructors. That's 137 more than was needed two years ago.

Student-teacher ratios show the contrast:

- o There is one black teacher for every 31.2 black students in the Jefferson County system, contrasted to one white teacher for every 17.8 white students.
- o The difference is greatest in high schools where there is one black teacher for every 33.8 black students, more than twice the ratio of one white teacher for every 16 white students.

Elementary and senior high school administrative staffs are even worse at 15 per cent and 11 percent. Middle school administrative staffs total 26 percent black.

---

2 Commission on Human Rights, Commonwealth of Kentucky. Kentucky's Black Teacher Gap. August, 1975.

The school system will attempt to ensure through placement procedures that further desegregation occurs within all categories of classified personnel assigned to school buildings and administrative offices. (Judge Gordon, July 30, 1975) **BUT IN 1977 . . .**

BLACKS ARE STILL IN IDENTIFIABLE BUNCHES

Vestiges of the dual system of assigning student-serving paraprofessional and clarical staffs also remain in the Jefferson County public school system.

Nineteen elementary schools (all but Cochrane were formerly in the city system) have combined paraprofessional and clerical staffs greater than 50 percent black. The system wide averages are 39 percent black for paraprofessionals and 16 percent black for clerical workers. Black concentrations are shown by:

- **More than half (90 of 173) of all black elementary school paraprofessionals work in these 19 schools. The other 83 are scattered among the other 82 elementary schools.**
- **Only 10 percent (27 of 261) of all white elementary paraprofessionals work in these 19 schools. The other 234 are divided among the other 82 elementary schools.**
- **Two-thirds (21 of 30) of all black elementary school clerical workers are concentrated in these 19 schools. The other 9 are scattered among the other 82 elementary schools.**
- **Only 10 percent (17 of 171) of all white elementary school clerical workers are assigned to these 19 schools. The other 154 are divided among the other 82 elementary schools.**

To further illustrate the concentration of white and black staff members, 86 of the system's 148 schools have all-white clerical staffs. Of the 131 schools with paraprofessionals, 37 have only whites in those roles.

At the middle school level:

- All four paraprofessional in administrative district one are black.
- All five of the paraprofessionals and all but one of the six clerical workers in administrative district seven are white.
- Four schools have all-white clerical staffs--Frost, six; Southern, five; Bruce and Carrithers, three each.

Administrative districts one and seven also illustrate the vestiges of segregation at the high school level:

- Two of the four paraprofessionals in the first district are black.
- All 15 paraprofessionals in district seven high schools are white.

CONCLUSIONS

To delay . . . the realization by thousands of black students of their established constitutional rights would be to perpetuate a manifest injustice, violative of the Fourteenth Amendment. (United States Court of Appeals for the Sixth Circuit, July, 17, 1975) BUT IN 1977 . . .

VESTIGES OF SEGREGATION REMAIN

For too many in Jefferson County, student, faculty and staff assignments perpetuate the manifest injustice of segregation, violative of the Fourteenth Amendment.

Though school administrators take credit for some improvements and though future all-black and all-white schools seem unlikely, it is impossible to measure true progress toward full desegregation while still on the other side of the immediate minimums set 18 months ago. Those minimums have not been met. The school system remains in violation of the law. The courts must decide if further action is necessary to bring compliance with minimums set for student assignments, with minimums set for teacher assignments, with minimums set for staff assignments.

The U. S. Appeals Court for the Sixth Circuit directed the Jefferson County School System to achieve full desegregation at the start of the 1975-76 school year rather than to come close by 1977. The U.S. District Court in Louisville reiterated this order with the same specific language.

If fully adhered to, the July 1975 order is adequate. It details ways Jefferson County school officials could have eliminated the racial inequities that persist among schools--and are so obvious in the findings of this report. Thus, failure to carry out the existing plan, rather than any defect in the plan itself, must be considered the cause of continued racial identity in Jefferson County's schools.

Most students--both black and white--are getting their first year of school impressions and lessons in segregated settings. And bringing the once all black elementary schools into compliance with the plan's 40 percent black maximum without full desegregation of the first grades throughout the system will virtually turn those schools into first grade centers for blacks only. To compensate, more white students in grades two through five would have to be brought in, more black students in grades two through five sent out.

For example, John Kennedy has the largest all-black first grade with 162 students. (First-graders have been exempt from the transportation aspects of the plan during its first two years.) Just to balance out the 162 Kennedy first graders this year, school officials would have had to assign a total of 243 white students in grades two through five. As of October, 1976, only 205 white students were enrolled in those grades at Kennedy. Even more white students would be needed there unless all blacks in grades two through five were sent out.

Teacher and staff assignments in too many schools still prevent students here from learning in schools that reflect the rich multi-racial balance of the community in which most will stay to live, work and vote. Specifically, most schools do not comply with the Singleton decision and the desegregation plan calling for ratios of black teaching staffs and student-serving personnel in all schools to reflect the system-wide averages. If school administrators fail again to obey the law on staff assignments, new action in the courts may be necessary.

In a May, 1972, report issued by the Kentucky Commission on Human Rights entitled Southern Cities--Except Louisville--Desegregate Schools [3] it was stated that:

---

3 Commission on Human Rights, Commonwealth of Kentucky. Southern Cities--Except Louisville--Desegregate Schools. May, 1972, p. 12.

"(we) can only conclude that the Louisville Board of Education has failed to take effective action to desegregate students and that the Louisville Board of Education is following a plan for teacher assignments that is not achieving the goals clearly laid down by the federal courts and HEW." Now, over four and a half years later, despite merger of the former city and county systems and a desegregation plan, vestiges of this past segregated situation are still very much in evidence.

The Commission staff concludes, as does federal law, that there is a substantially identifiable racial difference between a school with an 11 percent black student population and a 15 percent black employee population on the one hand, and on the other a school with the student body over 65 percent black and with 38 percent of all employees black. That is the contrast between Auburndale elementary in the south end and Brandeis elementary in the city's west end. That is the contrast 18 months after the courts called for immediate elimination of all vestiges of segregation.

Such disparity is not in keeping with the letter--certainly not with the intent--of the law, which is to establish a unitary school system in Jefferson County. Unless school administrators achieve what they promised in July, 1975, future reports may quote from future court decisions.

RECOMMENDATIONS

If we want to ultimately produce a healthy, compassionate and creative society, it means that we must begin with the young people who will be the principal actors in such a society. (William Eichelberger, before the U. S. Senate Judiciary Committee, October 28, 1975.) SO IN 1977 LET THEM . . .

LEARN TOGETHER

1. First grades in all schools should be fully desegregated before the beginning of next school year, so that 1st graders will be treated no differently than students in other grades.

2. Jefferson County school administrators should fully implement all provisions of the July, 1975 desegregation plan so that the Fourteenth Amendment protections against injustice will be extended to all and then maintained.

3. The July, 1975, plan should be only the minimum goal in assigning student, faculty and staff. The goal should be maximum desegregation in keeping with the need for our young people to grow in one American society for all.

4. Assignment of black teachers, administrators, paraprofessionals, clerical workers, lunchroom workers and custodial personnel should reflect system-wide averages in every school. If slight statistical deviations in staff assignments are necessary, the higher black percentages should be in formerly white schools, the higher white percentages in formerly black schools.

5. School administrators should exchange the 98 black and 98 white teachers needed to bring the system into full compliance with the Singleton decision before the start of the next quarter.

6. School administrators should supply the public with projections of 1977-78 enrollments for all schools before July 1 and indicate any appropriate revisions needed to bring all schools within the guidelines set down in the desegregation plan. If such projections provide further evidence of failure to meet those guidelines, then parents and citizens should be back to court to force compliance.

APPENDIX A

Classified Personnel for Jefferson County Schools, by District, October 1976[1]

School	Administrative Staff				Certified Teachers				Paraprofessionals				Clericals				Custodial				Lunchroom			
	White	Black	% Black	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap
DISTRICT 1: Elementary																								
Atkinson	1	1	50	-	32	8	20	-1	3	7	70	-3	2	0	0	-	1	4	80	-2	5	2	29	-1
Brandeis	.5	1	67	-	20	4	16	-	1	4	80	-2	1	1	50	-	2	2	50	-	1	4	80	-3
Byck	1.5	0	0	-	19	4	17	-	2	3	60	-1	1	1	50	-	1	2	67	-1	0	7	100	-6
Carter	1.5	0	0	-	18	5	21	-1	1	4	80	-2	1	1	50	-	3	2	40	-	3	3	50	-2
Foster	1.5	0	0	-	12	4	25	-1	1	3	75	-1	0	2	100	-1	1	2	67	-1	6	0	0	+1
J. F. Kennedy	1	1	50	-	24	4	14	+1	1	2	67	-1	1	1	50	-	1	2	67	-1	1	5	83	-4
King	1	.5	33	-	21	4	16	-	2	3	60	-1	2	1	33	-	1	3	75	-1	1	4	80	-3
McFerran	1.5	0	0	-	23	6	20	-1	2	3	60	-1	1	1	50	-	1	2	67	-1	1	4	80	-3
Parkland	.5	1	67	-	15	4	21	-1	1	6	86	-4	1	1	50	-	2	1	33	-	0	5	100	-4
Perry	1.5	0	0	-	13	3	18	-	1	6	86	-4	1	1	50	-	2	1	33	-	1	5	83	-4
Portland	1.5	0	0	-	14	5	26	-2	6	1	14	+1	2	0	0	-	2	1	33	-	2	3	60	-2
Roosevelt	2	0	0	-	19	5	20	-1	23	7	23	+5	1	1	50	-	0	4	100	-2	2	3	60	-2
Shawnee	1	.5	33	-	17	5	22	-1	2	3	40	-1	1	1	50	-	1	2	67	-1	5	1	17	-
Strother	1.5	0	0	-	12	3	20	-	2	2	50	-	1	1	50	-	2	2	50	-	3	1	25	-
Wheatley	1.5	0	0	-	23	4	14	+1	3	3	50	-1	1	1	50	-	2	2	50	-	1	4	80	-3
Young	1	1	50	-	22	6	21	-1	1	6	86	-5	1	2	67	-1	1	3	75	-1	0	5	100	-4
Totals	20	6	23		304	73	19	-8	51	60	54	-19	17	14	45	-2	22	32	59	-11	32	51	39	-40
DISTRICT 1: Middle																								
DuValle	2	3	60	-2	21	8	27	-3	0	1	100	-	2	1	33	-	2	4	67	-1	0	7	100	-5
Parkland	4	1	20	-	24	7	22	-1	0	1	100	-	2	1	33	-	3	3	50	-	0	6	100	-4
Shawnee	4	1	20	-	29	7	19	-1	0	1	100	-	2	1	33	-	1	4	80	-2	-	-	-	-
Western	5	1	17	+1	38	10	20	-1	0	1	100	-	2	1	33	-	3	4	57	-	4	5	56	-3
Totals	15	6	28	-1	133	33	23	-7	0	4	100		8	4	33	-	9	5	62	-3	4	18	82	-12
DISTRICT 1: Secondary																								
Shawnee	6	1	14	-	45	11	19	-4	2	2	50	-1	6	1	14	-	1	10	91	-5	22	0	0	+3

[1] Certified teacher data current as of January 1977.

APPENDIX A (Continued)

School	Administrative Staff White	Black	% Black	Gap	Certified Teachers W	B	%B	Gap	Paraprofessionals W	B	%B	Gap	Clericals W	B	%B	Gap	Custodial W	B	%B	Gap	Lunchroom W	B	%B	Gap
DISTRICT 2: Elementary																								
Bloom	1.5	0	0	-	15	3	16	-	1	0	0	-	1	1	50	-	1	2	67	-1	2	1	33	-1
Breckinridge	2	0	0	-	22	7	24	-2	2	12	86	-6	1	1	50	-	2	2	50	-	4	1	20	-
Cochran	0	1.5	100	-	17	5	22	-1	1	4	80	-2	2	0	0	-	1	2	67	-1	4	1	20	-
Coleridge-Taylor	1	1	50	-	27	4	12	+1	1	5	83	-3	0	2	100	-1	2	2	50	-	2	4	67	-3
Englehard	2	0	0	-	19	6	24	-2	3	9	75	-4	1	1	50	-	0	1	100	-	3	2	40	-1
Franklin	1	.5	33	-	15	3	16	-	2	4	67	-2	2	0	0	-	1	1	50	-	3	0	0	-
Johnston	1	1	50	-	16	5	23	-1	-	-	0	-	1	1	50	-	1	2	67	-1	8	0	0	+1
Jones	.5	1	67	-	12	3	20	-	3	7	70	-3	0	3	100	-2	1	2	67	-1	3	0	0	+1
Lincoln	1	1	50	-	22	7	24	-2	3	2	40	-	2	0	0	-	2	1	33	-	3	4	57	-3
Shelby	1	.5	33	-	21	3	12	+1	5	2	29	+1	2	0	0	-	3	1	25	+1	4	1	20	-
Totals	11	6.5	37	-	188	47	20	-6	21	45	68	-19	12	9	43	-3	14	16	53	-3	36	14	28	-6
DISTRICT 2: Middle																								
Highland	4	1	20	-	30	9	23	-2	0	1	100	-	2	1	33	-	2	3	60	-	6	2	25	-
Meyzeek	4	1	20	-	39	8	17	-	0	1	100	-	2	1	33	-	2	4	67	-	0	9	100	-7
Noe	4	1	20	-	43	9	17	-	1	1	50	-	3	2	40	-1	2	4	67	-	3	4	57	-2
Woerner	4	1	20	-	28	11	28	-4	0	1	100	-	2	1	33	-	3	3	50	-	6	0	0	+2
Totals	16	4	20	-	135	37	21	-6	1	4	80	-	9	5	56	-1	9	14	61	-	15	15	50	-7
DISTRICT 2: Secondary																								
Ahrens	6	1	14	-	55	13	19	-5	-	-	-	-	6	1	14	-	11	4	27	+3	1	4	80	-3
Central	7	1	13	-	60	17	22	-8	-	-	-	-	5	2	28	-1	4	8	67	-3	12	0	0	+1
Male	6	1	14	-	50	13	20	-6	-	-	-	-	4	3	43	-2	2	5	71	-2	20	0	0	+2
Manual	9	1	10	-	90	20	18	-7	3	1	25	-	8	1	11	-	3	8	73	-3	3	6	67	-5
Totals	28	4	14	-	241	62	20	-26	3	1	25	-	23	7	30	-3	20	25	56	-5	36	10	22	-5

APPENDIX A (Continued)

School	Administrative Staff				Certified Teachers				Paraprofessionals				Clericals				Custodial				Lunchroom			
	White	Black	%Black	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap
DISTRICT 3: Elementary																								
Bowen	2	0	0	-	25	5	16	-	2	0	0	+1	2	0	0	-	1	2	67	-1	4	1	20	-
Chenoweth	1.5	0	0	-	20	3	13	+1	-	-	-	-	2	0	0	-	1	2	67	-1	5	0	0	+1
Dunn	2	0	0	-	25	4	13	+1	1	1	50	-	2	0	0	-	1	2	67	-1	5	1	17	-
Field	.5	1	33	-	14	2	12	+1	0	1	100	-	1	1	50	-	2	1	33	-	2	2	50	-1
Greathouse	1.5	0	0	-	12	2	14	-	3	0	0	+1	1	1	50	-	1	2	67	-1	4	0	0	+1
Hite	2	0	0	-	25	4	13	+1	3	0	0	+1	2	0	0	-	2	1	33	-	6	0	0	+1
Alex Kennedy	2	0	0	-	27	5	15	+1	-	-	-	-	2	0	0	-	2	1	33	-	6	0	0	+1
Lowe	2	0	0	-	26	4	13	+1	2	0	0	+1	1	0	0	-	2	1	33	-	5	0	0	+1
Middletown	2	0	0	-	28	5	15	+1	-	-	-	-	2	0	0	-	2	2	50	-	6	0	0	+1
Norton	2	0	0	-	28	5	15	+1	3	0	0	+1	2	0	0	-	2	1	33	-	6	0	0	+1
St. Matthews	1.5	0	0	-	19	6	24	-2	-	-	-	-	2	0	0	-	2	1	33	-	4	0	0	+1
Shryock	1.5	0	0	-	20	3	13	+1	1	0	0	-	2	0	0	-	1	2	67	-1	4	0	0	+1
Stivers	1.5	0	0	-	14	2	12	+1	1	0	0	-	2	0	0	-	1	2	67	-1	6	0	0	+1
Zachary Taylor	2	0	0	-	22	4	15	+1	-	-	-	-	2	0	0	-	1	2	67	-1	6	0	0	+1
Wilder	1	1	50	-	27	5	15	+1	-	-	-	-	2	0	0	-	2	2	50	-	4	1	20	-
Totals	25	2	7	-	333	61	15	+10	16	2	11	+5	27	2	7	-	23	24	51	-7	73	5	7	+10
DISTRICT 3: Middle																								
Barret	3	1	25	-	22	3	12	+1	0	1	100	-	2	1	33	-	2	4	67	-	3	2	40	-1
Crosby	3	1	25	-	32	6	15	+1	1	0	0	-	2	1	33	-	2	2	50	-	7	0	0	+2
Eastern	Included in Senior High Data																							
Kammerer	3	2	40	-	33	6	15	+1	1	0	0	-	2	1	33	-	2	4	67	-	6	0	0	+2
Waggener	-	-	-	-	Included in Senior High Data								-	-	-		-	-	-		-	-	-	-
Totals	9	4	44	-	86	15	17	+3	2	1	33		6	3	33		6	10	62		16	2	11	+3
DISTRICT 3: Secondary																								
Ballard	8	1	11	-	83	7	7	+4	4	0	0	-	7	1	12	-	3	10	77	-4	7	0	0	+1
Eastern	8	0	0	+1	69	7	9	+2	3	1	25	-	8	1	11	-	4	6	60	-1	17	0	0	+2
Waggener	10	1	9	-	80	9	10	+2	4	0	0	-	8	1	11	-	4	6	60	-1	13	1	8	+1
Westport	8	1	11	-	92	10	9	+2	4	0	0	-	8	1	11	-	4	4	50	-	15	0	0	+2
Totals	34	3	8	+1	320	32	9	+10	15	1	6	-	31	4	11		15	26	63	-6	52	1	2	+6

APPENDIX A (Continued)

School	Administrative Staff				Certified Teachers				Paraprofessionals				Clerical				Custodial				Lunchroom			
	White	Black	%Black	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap
DISTRICT 4: Elementary																								
Cane Run	1.5	0	0	-	21	6	22	-1	1	2	67	-1	2	0	0	-	1	2	67	-1	5	0	0	+1
Crums Lane	2	0	0	-	21	5	19	-	5	0	0	+2	2	0	0	-	2	1	33	-	5	1	17	-
Dixie	.5	1	67	-	22	5	18	-	2	1	33	-	2	0	0	-	2	1	33	-	7	0	0	+1
Eisenhower	2	0	0	-	23	5	17	-	2	0	0	+1	2	0	0	-	2	1	33	-	6	0	0	+1
Greenwood	.5	1	67	-	5	1	16	-	2	0	0	+1	2	0	0	-	2	0	0	+1	3	0	0	-
Gutermuth	1.5	0	0	-	21	2	8	+2	2	1	33	-	2	0	0	-	2	1	33	-	6	0	0	+1
Johnsontown Road	2	0	0	-	21	4	16	-	8	1	11	+3	1	1	50	-	1	2	67	-1	5	0	0	+1
Kerrick	.5	1	67	-	18	4	18	-	-	-	-	-	2	0	0	-	2	1	33	-	4	0	0	+1
Mill Creek	2	0	0	-	25	7	21	-1	4	1	20	+1	2	0	0	-	1	3	75	-1	7	0	0	+1
Sanders	1.5	0	0	-	20	5	20	-1	4	0	0	+2	2	0	0	-	2	1	33	-	7	0	0	+1
Schaffner	1.5	0	0	-	22	4	15	+1	-	-	-	-	2	0	0	-	2	1	33	-	6	0	0	+1
Shacklette	2	0	0	-	22	4	15	+1	3	0	0	+1	2	0	0	-	2	1	33	-	5	0	0	+1
Watson Lane	1	1	50	-	26	6	18	-	3	3	50	-1	2	0	0	-	3	1	25	+1	7	0	0	+1
Wellington	2	0	0	-	23	4	14	+1	2	1	33	-	2	0	0	-	2	1	33	-	6	0	0	+1
Wilkerson	1.5	0	0	-	21	4	16	-	4	0	0	+2	2	0	0	-	2	1	33	-	4	0	0	+1
Totals	22	4	15	-	321	68	17	+2	42	10	19	+11	29	1	3	-	28	18	64	-1	83	1	1	+13
DISTRICT 4: Middle																								
Conway	3	2	40	-	33	5	13	+2	1	0	0	-	2	1	33	-	3	2	40	-	10	0	0	+3
Frost	3	1	25	-	27	5	15	+1	1	0	0	-	6	0	0	+1	5	1	17	+2	6	0	0	+2
Pleasure Ridge Park									Included in Senior High Data															
Williams	3	1	25	-	21	7	25	-2	0	1	100	-	2	1	33	-	3	2	40	-	6	0	0	+2
Totals	9	4	44	-	81	17	17	+1	2	1	33		10	2	17	+1	11	5	31	+2	22	0	0	+7
DISTRICT 4: Secondary																								
Butler	8	1	11	-	89	10	10	+2	4	0	0	-	8	1	11	-	7	3	30	+2	2	2	50	-2
Pleasure Ridge Park	10	2	17	-	93	10	9	+2	5	1	17	-	8	0	0	-	8	4	33	+1	20	0	0	+2
Valley	8	1	11	-	78	7	8	+3	4	0	0	-	8	1	11	-	8	1	11	+3	15	0	0	+2
Western	8	1	11	-	86	12	12	-	4	0	0	-	8	1	11	-	9	2	18	+3	11	0	0	+1
Totals	34	5	13	-	342	38	11	+6	17	1	6	-	32	3	9	-	32	10	24	+9	48	2	4	+3

APPENDIX A (Continued)

School	Administrative Staff White	Black	%Black	Gap	Certified Teachers W	B	%B	Gap	Paraprofessionals W	B	%B	Gap	Clericals W	B	%B	Gap	Custodial W	B	%B	Gap	Lunchroom W	B	%B	Gap
DISTRICT 5: Elementary																								
Auburndale	2	0	0	-	23	4	14	+1	4	1	25	+1	1	1	50	-	2	1	33	-	6	0	0	+1
Coral Ridge	1.5	0	0	-	17	5	22	-1	4	0	0	+2	2	0	0	-	2	1	33	-	5	1	17	-
Fairdale	1.5	0	0	-	18	4	18	-	6	0	0	+2	2	0	0	-	2	1	33	-	5	0	0	+1
Frayser	1	.5	33	-	20	4	16	-	1	0	0	-	2	0	0	-	2	2	50	-	5	1	17	-
Hazelwood	2	0	0	-	36	10	21	-2	4	5	56	-1	2	0	0	-	3	2	40	-	7	1	14	-
Jacob	1	1	50	-	19	7	26	-2	3	3	50	-	1	1	50	-	2	1	33	-	5	1	17	-
Kenwood	1	1	50	-	21	4	16	-	1	0	0	-	2	0	0	-	4	1	20	+1	4	0	0	+1
Layne	1	.5	33	-	22	4	15	+1	2	0	0	+1	2	0	0	-	2	1	33	-	7	0	0	+1
Medora	1.5	0	0	-	23	6	20	-1	4	1	20	+1	3	0	0	+1	2	1	33	-	6	0	0	+1
Rutherford	2	0	0	-	25	6	19	-1	1	2	67	-1	2	0	0	-	3	1	25	+1	5	0	0	+1
Semple	2	0	0	-	25	5	16	-	0	1	100	-	1	1	50	-	3	1	25	+1	4	0	0	+1
South Park	1.5	0	0	-	20	4	16	-	3	2	40	-	2	0	0	-	2	1	33	-	5	0	0	+1
Stonestreet	2	0	0	-	23	4	14	+1	3	2	40	-	2	0	0	-	2	0	0	+1	5	0	0	+1
Trunnell	2	0	0	-	28	5	15	+1	2	0	0	+1	2	0	0	-	2	1	33	-	8	0	0	+1
Valley	2	0	0	-	28	5	15	+1	6	1	14	+2	2	0	0	-	2	1	33	-	6	0	0	+1
Waller	.5	1	67	-	17	4	19	-	3	0	0	+1	2	0	0	-	3	1	25	+1	4	0	0	+1
Totals	24.5	4	14	-	359	76	17	-2	47	18	28	+9	30	3	9	+1	38	17	31	+5	87	4	4	+12
DISTRICT 5: Middle																								
Fairdale	Included in Senior High Data																							
Iroquois	Included in Senior High Data																							
Lassiter	4	1	20	-	31	5	13	+1	1	0	0	-	2	1	33	-	3	2	40	-	8	0	0	+2
Southern	4	2	33	-	46	11	19	-1	0	1	100	-	5	0	0	-	3	4	57	-	9	1	10	+2
Totals	8	3	27	-	78	16	21	+1	1	1	50	-	7	1	13	-	6	6	50	-	17	1	6	+4
DISTRICT 5: Secondary																								
Doss	8	1	11	-	76	7	8	+3	4	0	0	-	8	0	0	-	7	4	36	+1	0	9	100	-8
Fairdale	11	1	8	-	88	14	13	-2	4	0	0	-	8	1	11	-	7	2	22	+2	9	2	22	-1
Iroquois	7	2	22	-1	85	14	14	-2	2	1	33	-	11	1	8	-	5	4	44	-	15	0	0	+2
Stuart	9	1	10	-	88	10	10	+2	4	0	0	-	10	0	0	+1	8	3	27	+2	25	0	0	+3
Totals	36	5	13	-1	333	44	12	+1	14	1	7	-	37	2	5	+1	27	13	33	+5	49	11	18	-4

APPENDIX A (Continued)

School	Administrative Staff White	Black	%Black	Gap	Certified Teachers W	B	%B	Gap	Paraprofessionals W	B	%B	Gap	Clericals W	B	%B	Gap	Custodial W	B	%B	Gap	Lunchroom W	B	%B	Gap
DISTRICT 6: Elementary																								
Bashford Manor	1.5	0	0	-	27	3	10	+2	0	2	100	-1	2	0	0	-	2	1	33	-	4	0	0	+1
Blake	2	0	0	-	25	7	21	-1	5	0	0	+2	2	0	0	-	1	2	67	-1	6	0	0	+1
Blue Lick	2	0	0	-	24	6	20	-1	3	2	40	-	2	0	0	-	2	1	33	-	7	0	0	+1
Camp Taylor	1.5	0	0	-	26	3	10	+2	1	2	67	-1	2	0	0	-	3	0	0	+1	5	0	0	+1
Filson	1	1	50	-	21	3	12	+1	0	1	100	-	2	0	0	-	2	1	33	-	6	0	0	+1
Gilmore Lane	2	0	0	-	21	6	22	-1	2	0	0	+1	2	0	0	-	2	1	33	-	6	0	0	+1
Hartstern	2	0	0	-	24	7	22	-2	1	0	0	-	2	0	0	-	2	1	33	-	6	0	0	+1
Indian Trail	1	1	50	-	27	5	15	+1	4	1	20	+1	2	0	0	-	2	1	33	-	5	0	0	+1
Laukhuf	2	0	0	-	26	5	16	-	4	1	25	+1	2	0	0	-	3	1	25	+1	6	0	0	+1
Lowell	2	0	0	-	23	6	20	-1	3	5	63	-2	2	0	0	-	3	2	40	-	5	0	0	+1
Minors Lane	2	0	0	-	24	6	20	-1	6	0	0	+2	2	0	0	-	2	1	33	-	7	0	0	+1
Okolona	2	0	0	-	24	4	14	+1	6	3	33	+1	2	0	0	-	2	1	33	-	6	0	0	+1
Prestonia	1.5	0	0	-	22	4	15	+1	5	0	0	+2	2	0	0	-	2	1	33	-	4	0	0	+1
Price	1	1	50	-	22	6	21	-1	10	7	41	-	2	0	0	-	2	1	33	-	5	1	17	-
Rangeland	2	0	0	-	29	4	12	+2	8	3	27	+1	2	0	0	-	1	1	50	-	6	1	14	-
Slaughter	2	0	0	-	23	4	14	+1	6	2	25	+1	2	0	0	-	2	1	33	-	6	0	0	+1
Wilt	1	1	50	-	23	5	17	-	5	3	38	-1	2	0	0	-	2	1	33	-	7	0	0	+1
Totals	28.5	4	12	-	405	83	17	+3	69	32	32	+7	32	0	0	-	35	17	33	+1	97	2	2	+15
DISTRICT 6: Middle																								
Bruce	4	1	20	-	36	5	12	+2	0	1	100	-	3	0	0	-	3	2	40	-	9	0	0	+2
Knight	4	1	20	-	35	7	16	+1	1	0	0	-	2	1	33	-	3	2	40	-	10	0	0	+3
Newburg	4	1	20	-	41	6	12	+2	1	1	50	-	4	1	20	-	3	2	40	-	3	5	37	-3
Totals	12	3	20	-	116	19	14	+5	2	2	50	-	9	2	18	-	9	6	40	-	22	5	19	+2
DISTRICT 6: Secondary																								
Durrett	8	1	11	-	77	13	14	-2	4	0	0	-	7	1	12	-	8	3	27	+2	13	0	0	+2
Southern	9	1	10	-	93	11	10	+1	3	1	25	-	8	1	11	-	7	4	36	+1	5	5	50	-4
Thomas Jefferson	7	1	13	-	62	8	11	-	3	0	0	-	7	0	0	-	5	5	50	-	10	1	9	-
Totals	24	3	11	-	236	31	12	-1	10	1	9	-	22	2	8	-	20	12	38	+3	28	6	18	-2

APPENDIX A (Continued)

School	Administrative Staff				Certified Teachers				Paraprofessionals				Clerical				Custodial				Lunchroom			
	White	Black	%Black	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap	W	B	%B	Gap
DISTRICT 7: Elementary																								
Bates	2	0	0	-	24	4	14	+1	-	-	-	-	2	0	0	-	2	1	33	-	6	0	0	+1
Belknap	1.5	0	0	-	11	3	21	-1	1	0	0	-	2	0	0	-	2	0	0	+1	3	0	0	-
Cochrane	2	0	0	-	21	5	19	-	1	4	80	-2	2	0	0	-	1	2	67	-1	5	0	0	+1
Fern Creek	1	1	50	-	26	5	16	-	-	-	-	-	2	0	0	-	3	1	25	+1	7	0	0	+1
Goldsmith	2	0	0	-	25	4	13	+1	-	-	-	-	2	0	0	-	1	2	67	-1	0	0	0	-
Hawthorne	.5	1	67	-	12	2	14	-	1	0	0	-	2	0	0	-	0	2	100	-1	3	0	0	-
Jeffersontown	2	0	0	-	25	6	19	-1	5	1	17	+1	2	0	0	-	2	1	33	-	6	0	0	+1
Klondike Lane	2	0	0	-	26	4	13	+1	2	1	33	-	3	0	0	+1	2	1	33	-	7	1	14	-
Luhr	2	0	0	-	27	4	12	+1	-	-	-	-	1	1	50	-	2	1	33	-	5	0	0	+1
Smyrna	1	1	50	-	24	4	14	+1	-	-	-	-	2	0	0	-	2	1	33	-	6	0	0	+1
Watterson	2	0	0	-	25	4	13	+1	3	0	0	+1	2	0	0	-	1	2	67	-1	6	0	0	+1
Wheeler	2	0	0	-	25	4	13	+1	2	0	0	+1	2	0	0	-	2	1	33	-	5	0	0	+1
Totals	20	3	13	-	261	51	16	+5	15	6	29	+1	24	1	4	+1	20	15	43	-2	59	1	2	+8
DISTRICT 7: Middle																								
Carrithers	3	2	40	-	38	7	15	+1	1	0	0	-	3	0	0	-	3	2	40	-	10	0	0	+3
Myers	3	1	25	-	34	6	15	+1	1	0	0	-	2	1	33	-	3	2	40	-	6	1	14	+1
Totals	6	3	33	-	72	13	10	+2	2	0	0	-	5	1	17	-	6	4	40	-	16	1	6	+4
DISTRICT 7: Secondary																								
Atherton	6	1	14	-	58	10	14	-2	-	-	-	-	7	0	0	-	4	3	43	-	3	4	57	-3
Fern Creek	10	1	9	-	92	8	8	+4	4	0	0	-	10	0	0	+1	5	6	55	-1	19	0	0	+2
Jeffersontown	11	1	8	-	102	8	7	+5	4	0	0	-	10	0	0	+1	4	6	60	-1	14	2	12	-
Moore	9	1	10	-	96	10	9	+3	4	0	0	-	9	0	0	-	6	2	25	+2	10	5	33	-3
Seneca	7	1	13	-	71	6	7	+3	3	0	0	-	7	0	0	-	6	5	45	-	10	1	9	-
Totals	43	5	10	-	415	40	9	+14	15	0	0	-	43	0	0	+2	25	22	47	-	56	12	18	-4

SOURCES

Commission on Human Rights, Commonwealth of Kentucky, Louisville School System Retreats to Segregation, a report documenting racial isolation of students in Louisville public schools, 1956-1971; shows failure of school system in student and faculty desegregation. (The facts in this document were "admitted" by the Board in 1972 for submission as evidence before the Federal Courts.) 36 pages. March 1972.

Commission on Human Rights, Commonwealth of Kentucky, Southern Cities--except Louisville--Desegregate Schools, a comparison of Louisville with ten major school systems in southern states, which shows that Atlanta, Georgia; Birmingham, Alabama; Charlotte, North Carolina; Columbia, South Carolina; Jackson, Mississippi; Jacksonville, Florida; Little Rock, Arkansas; Nashville, Tennessee; Pontiac, Michigan; and Richmond, Virginia, all had more pupil and teacher desegregation than Louisville prior to the entry of local suit. 12 pages. May 1972.

Jefferson County Schools, Certified and classified staff data (Exhibit V) submitted to the court by the Jefferson County Board of Education, October 19, 1976, and January 15, 1977.

Jefferson County Schools, Racial Report by Homeroom and School, September 29, 1976.

Commission on Human Rights, Commonwealth of Kentucky, Kentucky's Black Teacher Gap, a report documenting the failure of Kentucky's public school systems to hire and retain black instructors in numbers commensurate with the proportion of black students. 30 pages. August, 1975.